



Occupations In Demand



Mississippi Partnership Workforce Investment Area

2006

Mississippi Department of Employment Security
Labor Market Information

“Increasing Employment In Mississippi”

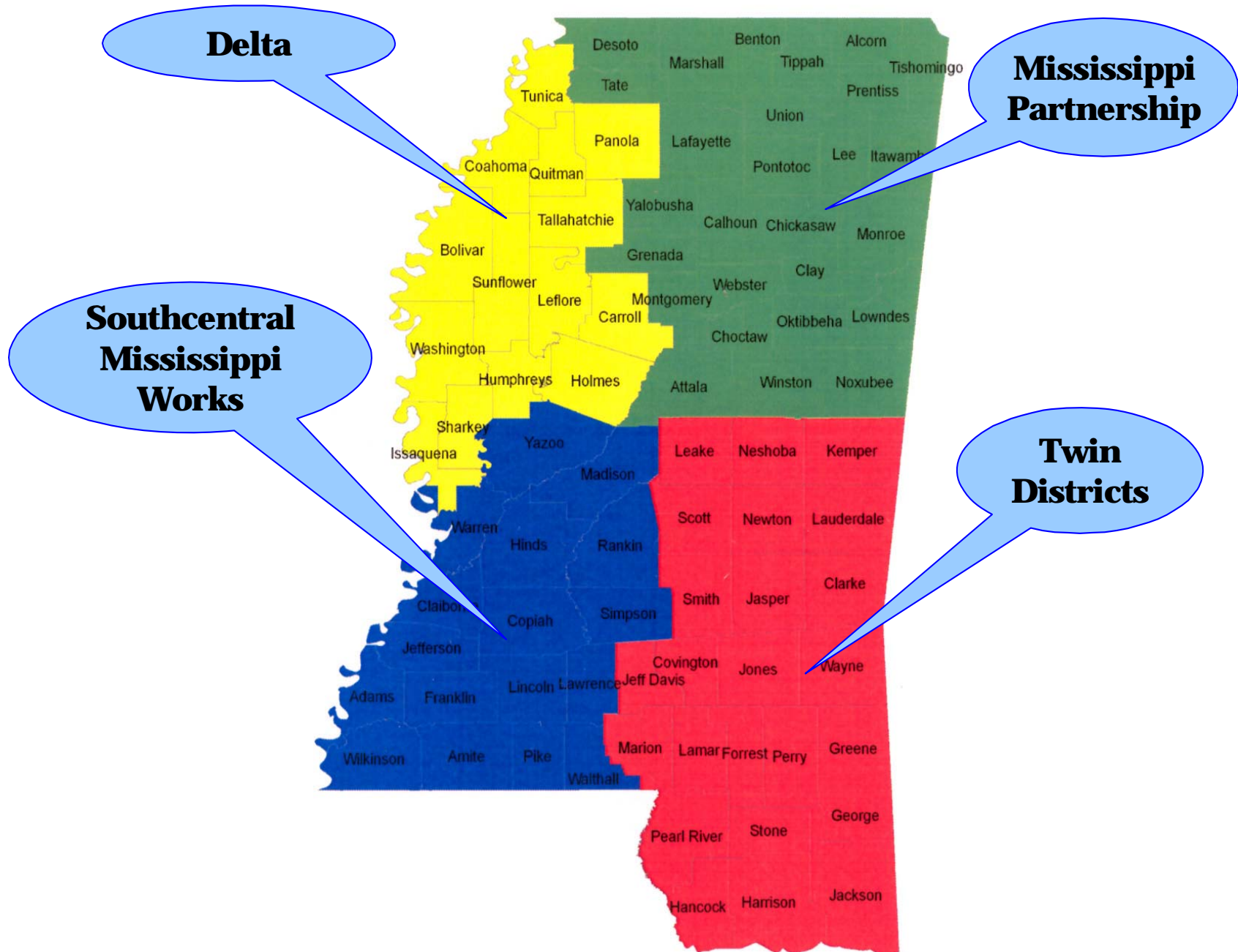


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Workforce Investment Areas



Introduction

Each year, in conjunction with the federal Bureau of Labor Statistics the Labor Market Information Department, a unit of the Mississippi Department of Employment Security, conducts an occupational wage survey of businesses across the state. The data from that survey are then input into special software which produces long term projections of occupational needs for various areas of the state. Complete results of this survey are published at our agency website (cited throughout this publication). One significant output of this process is a tabulation of annual demand for workers by specific occupation. ***Occupations in Demand*** takes a look at this annual demand, which includes both new and replacement workers, in an attempt to highlight those occupations with the highest need for workers. Various tables show selected occupations sorted by annual need, by average wages paid, and by job zone. Job zones are an indication of how much experience, education or training are needed to qualify for that particular occupation. The final table in the series highlights those jobs which LMI staff view as the “hottest” occupations across the state. These were ascertained by a combination of annual demand and wages paid, a process explained in further detail within that section. It is hoped that the data contained in this publication will be of tremendous value for job seekers, training providers, public officials and economic developers across Mississippi. Should you require further information or need assistance in interpreting the information found within, please do not hesitate to contact the LMI Department for guidance.

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Explanation of Terms

SOC Code

Standard Occupational Classification code, an occupational classification system devised by the U.S. Department of Labor with input from the states. It is the federal standard, and should be used by all state and federal agencies dealing with occupational data.

Occupational Title

The standard title assigned to a specific occupation under SOC.

Annual Demand

The projected number of workers needed on an annual basis for the years 2004 through 2014, as determined by the occupational projections data. It includes both new workers and replacements for those who die, retire, or change occupations.

Average Overall Wage

An estimate of average hourly or annual earnings for all workers within a specific occupation regardless of experience level. This should be viewed as an estimate of potential earnings rather than as an entry level wage for the inexperienced worker. Certain salaried occupations, such as teachers, are generally paid a monthly or annual salary and may not show an hourly wage estimate.

Average Starting Wage

An estimate of average hourly or annual earnings for the new or inexperienced worker within a specific occupation. These are wages which a person just starting out in an occupation could reasonably expect to earn. Certain salaried occupations may not show an hourly wage estimate.

Job Zone

These indicate the most common level of education, training, and/or experience required to perform the job and are derived from the O*Net system developed by the U.S. Department of Labor. The higher the number, the more education, training or other preparation is required.

General Trends

As shown in the accompanying table, it is estimated that some 13,540 new and replacement workers will be needed in the Mississippi Partnership region on an annual basis over the next several years. The distribution of this demand across the various occupational sectors is somewhat irregular, with a handful of sectors tending to dominate the needs. Anticipated earnings across the various job groups are also quite varied and worthy of further analysis. Among the 22 occupational clusters, the largest annual demands should be found in the areas of **Sales & Related** and **Production**. Wages in the first sector will generally be below average. Starting wages in the latter will be above the mean, but overall earnings will be below average. The fewest number of new and replacement workers can be expected in **Life, Physical & Social Science** and in **Legal** occupations. Both sectors are expected to offer above average wages. **Management** occupations may perhaps be considered the “hottest” sector, with above average demand and mean annual earnings of \$62,550 that led all categories. Other occupational clusters with above average demand for workers that also have above average wage potential include **Education, Training & Library** and **Healthcare Practitioners & Technical** occupations. Two other sectors with higher than average demand for workers show below average wage rates. Conversely, some of the categories with the least need for workers were listed among the highest paying sectors. From this it can be deduced that there should be ample opportunity for employment for incoming workers, provided that high wages are not a main concern. Competition for those jobs which pay the best could turn out to be quite stiff.

Summary of Occupational Sectors

SOC Code	Occupational Sector	Annual Demand	Average Starting Wage		Average Overall Wage	
			Hourly	Annual	Hourly	Annual
	Total, All Occupations	13,540	\$7.26	\$15,100	\$13.69	\$28,470
11-0000	Management Occupations	610	\$15.42	\$32,080	\$30.07	\$62,550
13-0000	Business and Financial Operations Occupations	190	\$12.04	\$25,040	\$19.04	\$39,600
15-0000	Computer and Mathematical Occupations	70	\$9.74	\$20,260	\$18.14	\$37,720
17-0000	Architecture and Engineering Occupations	110	\$13.51	\$28,110	\$22.84	\$47,510
19-0000	Life, Physical, and Social Science Occupations	60	\$12.51	\$26,010	\$20.10	\$41,810
21-0000	Community and Social Services Occupations	80	\$10.95	\$22,780	\$15.62	\$32,490
23-0000	Legal Occupations	60	\$11.23	\$23,370	\$22.94	\$47,710
25-0000	Education, Training, and Library Occupations	950	\$7.95	\$16,530	\$16.09	\$33,470
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	130	\$7.85	\$16,330	\$14.85	\$30,890
29-0000	Healthcare Practitioners and Technical Occupations	720	\$11.63	\$24,180	\$24.41	\$50,770
31-0000	Healthcare Support Occupations	330	\$6.73	\$14,000	\$8.71	\$18,110
33-0000	Protective Service Occupations	240	\$7.72	\$16,050	\$11.91	\$24,760
35-0000	Food Preparation and Serving Related Occupations	1,250	\$5.92	\$12,320	\$7.29	\$15,160
37-0000	Building and Grounds Cleaning and Maintenance Occupations	430	\$6.12	\$12,720	\$8.60	\$17,890
39-0000	Personal Care and Service Occupations	350	\$5.96	\$12,400	\$8.60	\$17,880
41-0000	Sales and Related Occupations	1,720	\$6.08	\$12,650	\$10.74	\$22,330
43-0000	Office and Administrative Support Occupations	1,590	\$7.75	\$16,120	\$11.85	\$24,650
45-0000	Farming, Fishing, and Forestry Occupations	170	\$7.18	\$14,930	\$11.20	\$23,300
47-0000	Construction and Extraction Occupations	650	\$8.94	\$18,600	\$12.96	\$26,950
49-0000	Installation, Maintenance, and Repair Occupations	530	\$9.43	\$19,610	\$14.91	\$31,020
51-0000	Production Occupations	2,160	\$8.23	\$17,130	\$12.05	\$25,070
53-0000	Transportation and Material Moving Occupations	1,180	\$7.71	\$16,040	\$12.25	\$25,490

NOTE: Figures in RED are above average

High Demand Occupations

Looking at the occupations most in demand over the next decade, it is readily apparent that the outlook is somewhat of a mixed bag. When education, training and wages are factored into the equation, one finds that many of the jobs which will require the most new and replacement workers generally pay below average wages and require little or no advanced preparation. There are some notable exceptions to this general tendency, such as **Registered Nurses** and **General & Operations Managers**. Each of these require substantial education or experience and pay well above the regional average. Among the top ten demand occupations, the only other one which promised above average overall pay was **Truck Drivers, Heavy & Tractor Trailer**. Only about a third of the top one hundred occupations in demand reported potential earnings above the regional average of \$28,740 per year. Analysis of the Job Zone data reveals that more than half of the top hundred occupations will require little or no formal training (Job Zones 1 & 2). A little less than forty percent will require moderate to long term preparation (Job Zones 3 & 4). Only five of the top hundred occupations fell into the Job Zone 5 category, which involves extensive education and/or experience. A more detailed look at expectations within each job zone follows in a later section.

Top 100 Occupations - Annual Demand

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage		Job Zone
				Hourly	Annual	Hourly	Annual	
1	41-2011	Cashiers	670	\$5.89	\$12,260	\$7.25	\$15,080	1
2	41-2031	Retail Salespersons	610	\$6.39	\$13,290	\$9.68	\$20,130	2
3	51-2092	Team Assemblers	380	\$8.56	\$17,810	\$10.67	\$22,200	1
4	29-1111	Registered Nurses	330	\$16.98	\$35,310	\$22.67	\$47,160	4
5	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	300	\$7.47	\$15,550	\$9.98	\$20,750	1
6	35-3031	Waiters and Waitresses	270	\$5.91	\$12,300	\$7.10	\$14,770	1
7	53-3032	Truck Drivers, Heavy and Tractor-Trailer	260	\$10.37	\$21,570	\$16.67	\$34,670	2
8	51-6093	Upholsterers	200	\$8.84	\$18,390	\$12.63	\$26,280	3
9	35-2021	Food Preparation Workers	200	\$5.93	\$12,340	\$6.65	\$13,830	1
10	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	190	\$6.17	\$12,830	\$8.08	\$16,810	1
11	31-1012	Nursing Aides, Orderlies, and Attendants	170	\$6.53	\$13,580	\$7.97	\$16,580	2
12	43-5081	Stock Clerks and Order Fillers	170	\$6.40	\$13,320	\$9.31	\$19,370	2
13	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	170	\$5.90	\$12,280	\$6.44	\$13,400	1
14	11-1021	General and Operations Managers	160	\$17.81	\$37,050	\$32.97	\$68,580	4
15	25-2021	Elementary School Teachers, Except Special Education	160	N/A	\$22,810	N/A	\$33,160	4
16	41-1011	First-Line Supervisors/Managers of Retail Sales Workers	160	\$8.88	\$18,460	\$14.24	\$29,620	2
17	25-9041	Teacher Assistants	160	N/A	\$12,340	N/A	\$13,600	3
18	39-9011	Child Care Workers	160	\$5.90	\$12,280	\$7.11	\$14,790	1
19	25-2031	Secondary School Teachers, Except Special and Vocational Education	150	N/A	\$24,060	N/A	\$34,800	4
20	35-2011	Cooks, Fast Food	150	\$5.91	\$12,290	\$6.40	\$13,320	2
21	51-1011	First-Line Supervisors/Managers of Production and Operating Workers	140	\$12.67	\$26,360	\$18.74	\$38,980	3
22	43-3031	Bookkeeping, Accounting, and Auditing Clerks	140	\$9.53	\$19,820	\$12.70	\$26,420	3
23	49-9042	Maintenance and Repair Workers, General	140	\$8.43	\$17,540	\$12.91	\$26,860	2
24	43-1011	First-Line Supervisors, Office and Administrative Support Workers	130	\$12.33	\$25,640	\$19.05	\$39,630	3
25	43-3071	Tellers	130	\$8.14	\$16,930	\$9.97	\$20,730	2
26	51-9198	Helpers--Production Workers	130	\$7.89	\$16,410	\$10.12	\$21,060	1
27	43-6014	Secretaries, Except Legal, Medical, and Executive	130	\$7.45	\$15,500	\$10.51	\$21,850	2
28	53-7064	Packers and Packagers, Hand	130	\$6.71	\$13,950	\$9.44	\$19,650	1
29	37-2012	Maids and Housekeeping Cleaners	130	\$5.88	\$12,220	\$6.95	\$14,450	1
30	43-9061	Office Clerks, General	120	\$6.57	\$13,660	\$9.35	\$19,450	2
31	41-4012	Sales Representatives, Wholesale and Manufacturing	110	\$11.38	\$23,660	\$20.53	\$42,700	2
32	53-7051	Industrial Truck and Tractor Operators	110	\$9.22	\$19,180	\$11.68	\$24,290	1
33	51-6031	Sewing Machine Operators	110	\$6.74	\$14,020	\$9.75	\$20,270	1
34	29-2061	Licensed Practical and Licensed Vocational Nurses	100	\$11.20	\$23,300	\$13.48	\$28,030	3

NOTE: Wages in RED are above average

Top 100 Occupations - Annual Demand

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage		Job Zone
				Hourly	Annual	Hourly	Annual	
35	47-2031	Carpenters	100	\$9.37	\$19,500	\$12.75	\$26,520	3
36	43-4051	Customer Service Representatives	100	\$8.37	\$17,420	\$12.36	\$25,710	2
37	43-4171	Receptionists and Information Clerks	100	\$6.44	\$13,400	\$8.90	\$18,500	2
38	35-2014	Cooks, Restaurant	100	\$5.90	\$12,280	\$7.54	\$15,690	3
39	25-2022	Middle School Teachers, Except Special and Vocational Education	90	N/A	\$28,400	N/A	\$36,040	4
40	43-5071	Shipping, Receiving, and Traffic Clerks	90	\$8.87	\$18,450	\$11.74	\$24,410	1
41	51-7011	Cabinetmakers and Bench Carpenters	90	\$7.82	\$16,260	\$10.70	\$22,250	3
42	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	80	\$8.48	\$17,640	\$12.24	\$25,450	1
43	53-3033	Truck Drivers, Light or Delivery Services	80	\$8.39	\$17,450	\$12.88	\$26,780	1
44	35-1012	First-Line Supervisors, Food Preparation and Serving Workers	80	\$8.21	\$17,080	\$11.27	\$23,430	3
45	35-2012	Cooks, Institution and Cafeteria	80	\$5.93	\$12,330	\$7.65	\$15,910	2
46	47-1011	First-Line Supervisors, Construction Trades and Extraction Workers	70	\$14.53	\$30,220	\$20.40	\$42,440	4
47	51-4121	Welders, Cutters, Solderers, and Brazers	70	\$11.37	\$23,650	\$13.87	\$28,850	2
48	33-3051	Police and Sheriff's Patrol Officers	70	\$10.89	\$22,660	\$13.64	\$28,370	3
49	47-2073	Operating Engineers and Other Construction Equipment Operators	70	\$10.36	\$21,550	\$13.17	\$27,390	3
50	49-3023	Automotive Service Technicians and Mechanics	70	\$7.84	\$16,320	\$13.15	\$27,350	3
51	31-1011	Home Health Aides	70	\$6.19	\$12,880	\$7.74	\$16,090	1
52	53-3022	Bus Drivers, School	70	\$5.94	\$12,350	\$6.93	\$14,420	1
53	11-1011	Chief Executives	60	\$22.28	\$46,340	\$45.37	\$94,370	5
54	49-1011	First-Line Supervisors, Mechanics, Installers, and Repairers	60	\$13.68	\$28,450	\$20.96	\$43,590	4
55	37-3011	Landscaping and Groundskeeping Workers	60	\$6.90	\$14,360	\$9.20	\$19,130	1
56	43-6011	Executive Secretaries and Administrative Assistants	50	\$10.39	\$21,610	\$14.05	\$29,220	4
57	47-2152	Plumbers, Pipefitters, and Steamfitters	50	\$9.52	\$19,790	\$12.68	\$26,370	3
58	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders	50	\$8.83	\$18,360	\$11.46	\$23,850	2
59	47-2061	Construction Laborers	50	\$7.75	\$16,120	\$9.49	\$19,730	1
60	51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	50	\$7.48	\$15,570	\$10.37	\$21,580	1
61	25-2011	Preschool Teachers, Except Special Education	50	\$6.75	\$14,040	\$10.66	\$22,170	4
62	41-2021	Counter and Rental Clerks	50	\$6.71	\$13,960	\$9.91	\$20,610	1
63	35-9021	Dishwashers	50	\$5.95	\$12,380	\$6.70	\$13,930	1
64	29-1062	Family and General Practitioners	40	N/A	N/A	\$84.22	\$175,190	5
65	43-5052	Postal Service Mail Carriers	40	\$14.13	\$29,390	\$19.60	\$40,780	1
66	13-2011	Accountants and Auditors	40	\$13.85	\$28,810	\$20.27	\$42,170	4
67	47-2111	Electricians	40	\$12.79	\$26,590	\$16.25	\$33,800	3

NOTE: Wages in RED are above average

Top 100 Occupations - Annual Demand

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage		Job Zone
				Hourly	Annual	Hourly	Annual	
68	33-2011	Fire Fighters	40	\$9.94	\$20,670	\$12.54	\$26,080	3
69	11-9141	Property, Real Estate, and Community Association Managers	40	\$9.34	\$19,420	\$16.06	\$33,410	4
70	47-2211	Sheet Metal Workers	40	\$8.84	\$18,400	\$11.23	\$23,370	3
71	53-7063	Machine Feeders and Offbearers	40	\$8.76	\$18,210	\$11.55	\$24,020	1
72	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	40	\$8.72	\$18,130	\$11.31	\$23,530	2
73	53-3031	Driver/Sales Workers	40	\$8.10	\$16,850	\$14.00	\$29,120	1
74	51-9111	Packaging and Filling Machine Operators and Tenders	40	\$8.06	\$16,770	\$10.64	\$22,140	2
75	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	40	\$7.67	\$15,950	\$10.38	\$21,590	2
76	43-3011	Bill and Account Collectors	40	\$6.95	\$14,460	\$10.68	\$22,210	2
77	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	40	\$6.12	\$12,730	\$6.66	\$13,850	1
78	39-9021	Personal and Home Care Aides	40	\$5.92	\$12,310	\$6.92	\$14,400	2
79	35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	40	\$5.90	\$12,270	\$6.19	\$12,880	1
80	11-9032	Education Administrators, Elementary and Secondary School	30	N/A	\$46,840	N/A	\$60,150	5
81	11-3031	Financial Managers	30	\$17.76	\$36,940	\$28.21	\$58,680	5
82	11-9021	Construction Managers	30	\$15.22	\$31,650	\$21.62	\$44,980	4
83	23-1011	Lawyers	30	\$15.12	\$31,450	\$30.15	\$62,710	5
84	49-9051	Electrical Power-Line Installers and Repairers	30	\$13.61	\$28,320	\$18.85	\$39,200	4
85	25-2041	Special Education Teachers, Preschool and Elementary School	30	N/A	\$27,820	N/A	\$35,630	4
86	41-3021	Insurance Sales Agents	30	\$11.33	\$23,570	\$19.12	\$39,770	3
87	11-9051	Food Service Managers	30	\$11.23	\$23,360	\$16.52	\$34,350	4
88	51-8031	Water and Liquid Waste Treatment Plant and System Operators	30	\$10.81	\$22,500	\$14.85	\$30,880	3
89	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	30	\$10.66	\$22,180	\$13.86	\$28,820	3
90	51-4041	Machinists	30	\$10.47	\$21,790	\$15.09	\$31,400	4
91	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	30	\$9.90	\$20,600	\$13.91	\$28,930	1
92	31-9091	Dental Assistants	30	\$9.43	\$19,610	\$11.53	\$23,990	2
93	43-5061	Production, Planning, and Expediting Clerks	30	\$9.35	\$19,450	\$14.36	\$29,870	2
94	33-3012	Correctional Officers and Jailers	30	\$9.00	\$18,710	\$10.89	\$22,640	2
95	45-4022	Logging Equipment Operators	30	\$8.88	\$18,460	\$11.39	\$23,700	2
96	47-4051	Highway Maintenance Workers	30	\$8.81	\$18,330	\$10.89	\$22,650	2
97	51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	30	\$8.55	\$17,770	\$12.42	\$25,820	2
98	37-1011	First-Line Supervisors, Housekeeping and Janitorial Workers	30	\$8.26	\$17,190	\$11.78	\$24,500	3
99	29-2071	Medical Records and Health Information Technicians	30	\$8.25	\$17,160	\$11.85	\$24,640	3
100	51-9031	Cutters and Trimmers, Hand	30	\$7.95	\$16,530	\$11.45	\$23,820	1

NOTE: Wages in RED are above average

Top 100 Occupations - Average Overall Wage

Rank	SOC Code	Occupational Title	Annual Demand	Average Overall Wage		Job Zone
				Hourly	Annual	
1	29-1022	Oral and Maxillofacial Surgeons	0	\$90.65	\$188,560	5
2	29-1063	Internists, General	0	\$87.46	\$181,920	5
3	29-1067	Surgeons	0	\$84.47	\$175,690	5
4	29-1062	Family and General Practitioners	40	\$84.22	\$175,190	5
5	29-1021	Dentists, General	10	\$75.69	\$157,440	5
6	41-3031	Securities, Commodities, and Financial Services Sales Agents	0	\$51.32	\$106,750	4
7	11-1011	Chief Executives	60	\$45.37	\$94,370	5
8	29-1051	Pharmacists	20	\$41.39	\$86,100	5
9	19-1012	Food Scientists and Technologists	0	\$38.65	\$80,390	5
10	17-2041	Chemical Engineers	0	\$37.80	\$78,620	5
11	11-2011	Advertising and Promotions Managers	10	\$37.31	\$77,610	4
12	11-9041	Engineering Managers	10	\$36.58	\$76,090	5
13	11-9039	Education Administrators, All Other	0	\$36.51	\$75,940	4
14	29-1011	Chiropractors	0	\$36.45	\$75,810	5
15	25-1063	Economics Teachers, Postsecondary	0	N/A	\$75,500	5
16	11-9121	Natural Sciences Managers	0	\$34.48	\$71,720	5
17	19-1013	Soil and Plant Scientists	0	\$33.32	\$69,300	5
18	11-1021	General and Operations Managers	160	\$32.97	\$68,580	4
19	25-1021	Computer Science Teachers, Postsecondary	10	N/A	\$67,720	5
20	23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	0	\$32.49	\$67,570	5
21	25-1011	Business Teachers, Postsecondary	10	N/A	\$67,440	5
22	29-1131	Veterinarians	0	\$31.95	\$66,460	5
23	17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	0	\$31.75	\$66,030	4
24	41-9031	Sales Engineers	0	\$31.58	\$65,690	5
25	17-2071	Electrical Engineers	10	\$31.14	\$64,770	5
26	11-2022	Sales Managers	20	\$31.11	\$64,700	4
27	25-1052	Chemistry Teachers, Postsecondary	0	N/A	\$64,400	5
28	11-3051	Industrial Production Managers	20	\$30.51	\$63,470	4
29	17-2141	Mechanical Engineers	10	\$30.49	\$63,410	4
30	17-2051	Civil Engineers	0	\$30.40	\$63,230	4
31	11-9199	Managers, All Other	10	\$30.19	\$62,800	3
32	53-2011	Airline Pilots, Copilots, and Flight Engineers	0	N/A	\$62,760	4
33	23-1011	Lawyers	30	\$30.15	\$62,710	5
34	11-3021	Computer and Information Systems Managers	10	\$30.10	\$62,610	5

NOTE: Figures in RED are above average

Top 100 Occupations - Average Overall Wage

Rank	SOC	Occupational Title	Annual	Average Overall Wage		Job Zone
	Code		Demand	Hourly	Annual	
35	11-9111	Medical and Health Services Managers	20	\$29.58	\$61,530	5
36	25-1065	Political Science Teachers, Postsecondary	0	N/A	\$61,470	5
37	29-1123	Physical Therapists	10	\$29.49	\$61,330	5
38	11-9032	Education Administrators, Elementary and Secondary School	30	N/A	\$60,150	5
39	17-2081	Environmental Engineers	0	\$28.78	\$59,850	4
40	11-3042	Training and Development Managers	0	\$28.42	\$59,110	4
41	25-1054	Physics Teachers, Postsecondary	0	N/A	\$58,830	5
42	11-3031	Financial Managers	30	\$28.21	\$58,680	5
43	25-1126	Philosophy and Religion Teachers, Postsecondary	0	N/A	\$58,520	5
44	25-1042	Biological Science Teachers, Postsecondary	10	N/A	\$58,290	5
45	29-1124	Radiation Therapists	0	\$27.76	\$57,740	4
46	41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	20	\$27.58	\$57,370	3
47	17-2021	Agricultural Engineers	0	\$27.45	\$57,110	4
48	11-3049	Human Resources Managers, All Other	0	\$27.44	\$57,070	4
49	19-2031	Chemists	0	\$27.18	\$56,540	4
50	11-3041	Compensation and Benefits Managers	10	\$27.15	\$56,470	3
51	15-1021	Computer Programmers	10	\$27.10	\$56,380	4
52	11-2021	Marketing Managers	10	\$26.82	\$55,780	4
53	29-1122	Occupational Therapists	0	\$26.79	\$55,720	4
54	25-1192	Home Economics Teachers, Postsecondary	0	N/A	\$55,170	5
55	19-1029	Biological Scientists, All Other	0	\$26.40	\$54,910	4
56	11-9131	Postmasters and Mail Superintendents	0	\$26.30	\$54,710	4
57	25-1022	Mathematical Science Teachers, Postsecondary	0	N/A	\$54,460	5
58	25-1125	History Teachers, Postsecondary	0	N/A	\$54,090	5
59	17-2199	Engineers, All Other	0	\$25.96	\$54,000	4
60	17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	0	\$25.82	\$53,710	4
61	11-3061	Purchasing Managers	10	\$25.82	\$53,700	4
62	25-1067	Sociology Teachers, Postsecondary	0	N/A	\$53,520	5
63	17-2072	Electronics Engineers, Except Computer	0	\$25.66	\$53,360	5
64	25-1124	Foreign Language and Literature Teachers, Postsecondary	0	N/A	\$52,840	5
65	25-1066	Psychology Teachers, Postsecondary	0	N/A	\$52,810	5
66	15-1061	Database Administrators	0	\$25.33	\$52,690	4
67	13-1199	Business Operations Specialists, All Other	20	\$25.25	\$52,530	3

NOTE: Figures in RED are above average

Top 100 Occupations - Average Overall Wage

Rank	SOC Code	Occupational Title	Annual Demand	Average Overall Wage Hourly	Average Overall Wage Annual	Job Zone
68	51-8013	Power Plant Operators	0	\$25.22	\$52,460	3
69	17-2131	Materials Engineers	0	\$25.08	\$52,170	5
70	13-2072	Loan Officers	20	\$23.94	\$49,790	3
71	29-2033	Nuclear Medicine Technologists	0	\$23.92	\$49,750	3
72	11-3071	Transportation, Storage, and Distribution Managers	10	\$23.70	\$49,290	4
73	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	0	\$23.50	\$48,880	5
74	15-1051	Computer Systems Analysts	20	\$23.50	\$48,870	4
75	17-2112	Industrial Engineers	20	\$23.48	\$48,850	4
76	53-6011	Bridge and Lock Tenders	0	\$23.38	\$48,630	2
77	19-1023	Zoologists and Wildlife Biologists	0	\$23.17	\$48,200	5
78	53-6051	Transportation Inspectors	0	\$22.88	\$47,580	4
79	13-2052	Personal Financial Advisors	0	\$22.86	\$47,560	3
80	25-1122	Communications Teachers, Postsecondary	0	N/A	\$47,440	5
81	51-8092	Gas Plant Operators	10	\$22.72	\$47,250	3
82	29-2032	Diagnostic Medical Sonographers	0	\$22.71	\$47,240	3
83	29-1111	Registered Nurses	330	\$22.67	\$47,160	4
84	13-1051	Cost Estimators	10	\$22.58	\$46,970	4
85	49-9099	Installation, Maintenance, and Repair Workers, All Other	0	\$22.49	\$46,780	2
86	13-1031	Claims Adjusters, Examiners, and Investigators	0	\$22.46	\$46,720	3
87	25-1123	English Language and Literature Teachers, Postsecondary	10	N/A	\$46,710	5
88	17-1011	Architects, Except Landscape and Naval	0	\$22.44	\$46,670	5
89	19-2042	Geoscientists, Except Hydrologists and Geographers	0	\$22.43	\$46,650	5
90	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	10	\$22.42	\$46,630	3
91	13-1111	Management Analysts	10	\$22.23	\$46,240	4
92	27-2022	Coaches and Scouts	20	N/A	\$46,100	5
93	11-2031	Public Relations Managers	0	\$22.07	\$45,900	4
94	17-3029	Engineering Technicians, Except Drafters, All Other	0	\$22.01	\$45,780	3
95	43-5051	Postal Service Clerks	10	\$21.98	\$45,730	2
96	17-3012	Electrical and Electronics Drafters	0	\$21.93	\$45,610	3
97	15-1031	Computer Software Engineers, Applications	10	\$21.92	\$45,590	4
98	33-1012	First-Line Supervisors/Managers of Police and Detectives	10	\$21.87	\$45,480	4
99	53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle	20	\$21.80	\$45,350	3
100	25-1121	Art, Drama, and Music Teachers, Postsecondary	10	N/A	\$45,260	5

NOTE: Figures in RED are above average

Top 100 Occupations - Average Starting Wage*

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage Hourly	Average Starting Wage Annual	Job Zone
1	29-1021	Dentists, General	10	\$40.02	\$83,250	5
2	11-9039	Education Administrators, All Other	0	\$31.15	\$64,800	4
3	29-1051	Pharmacists	20	\$30.78	\$64,020	5
4	17-2041	Chemical Engineers	0	\$30.01	\$62,430	5
5	41-3031	Securities, Commodities, and Financial Services Sales Agents	0	\$26.80	\$55,750	4
6	11-9041	Engineering Managers	10	\$25.61	\$53,270	5
7	17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	0	\$24.27	\$50,490	4
8	17-2081	Environmental Engineers	0	\$24.05	\$50,020	4
9	29-1124	Radiation Therapists	0	\$23.68	\$49,250	4
10	11-9121	Natural Sciences Managers	0	\$23.61	\$49,110	5
11	17-2051	Civil Engineers	0	\$22.90	\$47,640	4
12	41-9031	Sales Engineers	0	\$22.67	\$47,160	5
13	11-9032	Education Administrators, Elementary and Secondary School	30	N/A	\$46,840	5
14	11-1011	Chief Executives	60	\$22.28	\$46,340	5
15	11-9131	Postmasters and Mail Superintendents	0	\$22.04	\$45,850	4
16	25-1063	Economics Teachers, Postsecondary	0	N/A	\$45,560	5
17	17-2071	Electrical Engineers	10	\$21.80	\$45,350	5
18	53-6011	Bridge and Lock Tenders	0	\$21.59	\$44,910	2
19	17-2141	Mechanical Engineers	10	\$21.19	\$44,070	4
20	25-1052	Chemistry Teachers, Postsecondary	0	N/A	\$43,200	5
21	11-9111	Medical and Health Services Managers	20	\$20.52	\$42,670	5
22	11-3021	Computer and Information Systems Managers	10	\$20.40	\$42,430	5
23	29-1011	Chiropractors	0	\$20.39	\$42,410	5
24	15-1061	Database Administrators	0	\$20.33	\$42,290	4
25	25-1054	Physics Teachers, Postsecondary	0	N/A	\$41,160	5
26	11-3041	Compensation and Benefits Managers	10	\$19.53	\$40,610	3
27	29-1131	Veterinarians	0	\$19.47	\$40,510	5
28	29-2033	Nuclear Medicine Technologists	0	\$19.40	\$40,350	3
29	25-1126	Philosophy and Religion Teachers, Postsecondary	0	N/A	\$40,170	5
30	17-2072	Electronics Engineers, Except Computer	0	\$19.20	\$39,930	5
31	11-3051	Industrial Production Managers	20	\$19.17	\$39,880	4
32	25-1065	Political Science Teachers, Postsecondary	0	N/A	\$39,730	5
33	11-3042	Training and Development Managers	0	\$19.01	\$39,540	4
34	29-2032	Diagnostic Medical Sonographers	0	\$18.99	\$39,500	3

NOTE: Figures in RED are above average

Top 100 Occupations - Average Starting Wage*

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Job Zone
				Hourly	Annual	
35	17-2021	Agricultural Engineers	0	\$18.65	\$38,790	4
36	25-1021	Computer Science Teachers, Postsecondary	10	N/A	\$38,780	5
37	15-1031	Computer Software Engineers, Applications	10	\$18.25	\$37,970	4
38	43-5051	Postal Service Clerks	10	\$18.21	\$37,870	2
39	25-1192	Home Economics Teachers, Postsecondary	0	N/A	\$37,600	5
40	29-1123	Physical Therapists	10	\$18.07	\$37,580	5
41	53-6051	Transportation Inspectors	0	\$18.02	\$37,470	4
42	19-1013	Soil and Plant Scientists	0	\$17.93	\$37,300	5
43	11-1021	General and Operations Managers	160	\$17.81	\$37,050	4
44	11-3031	Financial Managers	30	\$17.76	\$36,940	5
45	33-1012	First-Line Supervisors/Managers of Police and Detectives	10	\$17.72	\$36,860	4
46	51-8091	Chemical Plant and System Operators	0	\$17.64	\$36,680	2
47	53-2011	Airline Pilots, Copilots, and Flight Engineers	0	N/A	\$36,660	4
48	11-3061	Purchasing Managers	10	\$17.53	\$36,460	4
49	29-1122	Occupational Therapists	0	\$17.50	\$36,390	4
50	51-8013	Power Plant Operators	0	\$17.39	\$36,180	3
51	13-2031	Budget Analysts	0	\$17.38	\$36,160	4
52	25-1042	Biological Science Teachers, Postsecondary	10	N/A	\$35,960	5
53	11-3049	Human Resources Managers, All Other	0	\$17.18	\$35,740	4
54	15-1021	Computer Programmers	10	\$17.14	\$35,660	4
55	13-1111	Management Analysts	10	\$17.09	\$35,550	4
56	11-2011	Advertising and Promotions Managers	10	\$17.09	\$35,540	4
57	29-1111	Registered Nurses	330	\$16.98	\$35,310	4
58	17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	0	\$16.91	\$35,180	4
59	49-9099	Installation, Maintenance, and Repair Workers, All Other	0	\$16.75	\$34,850	2
60	29-1121	Audiologists	0	\$16.63	\$34,600	4
61	15-1051	Computer Systems Analysts	20	\$16.60	\$34,530	4
62	25-1125	History Teachers, Postsecondary	0	N/A	\$34,180	5
63	11-9199	Managers, All Other	10	\$16.40	\$34,100	3
64	13-1051	Cost Estimators	10	\$16.32	\$33,950	4
65	19-1012	Food Scientists and Technologists	0	\$16.31	\$33,930	5
66	11-3071	Transportation, Storage, and Distribution Managers	10	\$16.24	\$33,770	4
67	25-1066	Psychology Teachers, Postsecondary	0	N/A	\$33,650	5

NOTE: Figures in RED are above average

Top 100 Occupations - Average Starting Wage*

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Job Zone
				Hourly	Annual	
68	25-1022	Mathematical Science Teachers, Postsecondary	0	N/A	\$33,500	5
69	51-8092	Gas Plant Operators	10	\$16.05	\$33,380	3
70	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	10	\$15.97	\$33,210	3
71	23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	0	\$15.93	\$33,140	5
72	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	0	\$15.93	\$33,140	3
73	17-3029	Engineering Technicians, Except Drafters, All Other	0	\$15.78	\$32,810	3
74	11-2022	Sales Managers	20	\$15.75	\$32,760	4
75	15-1099	Computer Specialists, All Other	0	\$15.67	\$32,600	4
76	19-2042	Geoscientists, Except Hydrologists and Geographers	0	\$15.67	\$32,590	5
77	51-4012	Numerical Tool and Process Control Programmers	0	\$15.60	\$32,440	3
78	29-2021	Dental Hygienists	10	\$15.33	\$31,890	3
79	29-1127	Speech-Language Pathologists	10	\$15.31	\$31,840	5
80	11-9021	Construction Managers	30	\$15.22	\$31,650	4
81	13-2051	Financial Analysts	0	\$15.15	\$31,500	5
82	23-1011	Lawyers	30	\$15.12	\$31,450	5
83	19-1023	Zoologists and Wildlife Biologists	0	\$15.07	\$31,340	5
84	11-2021	Marketing Managers	10	\$15.06	\$31,330	4
85	33-1011	First-Line Supervisors/Managers of Correctional Officers	0	\$15.03	\$31,270	3
86	13-2072	Loan Officers	20	\$15.02	\$31,240	3
87	13-1121	Meeting and Convention Planners	0	\$15.02	\$31,240	4
88	19-1032	Foresters	0	\$15.01	\$31,220	4
89	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	0	\$15.00	\$31,210	5
90	41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	20	\$14.99	\$31,190	3
91	17-1021	Cartographers and Photogrammetrists	0	\$14.98	\$31,160	4
92	19-2031	Chemists	0	\$14.91	\$31,010	4
93	19-1029	Biological Scientists, All Other	0	\$14.85	\$30,890	4
94	17-3024	Electro-Mechanical Technicians	0	\$14.81	\$30,810	4
95	29-1126	Respiratory Therapists	20	\$14.80	\$30,790	3
96	25-2023	Vocational Education Teachers, Middle School	10	N/A	\$30,760	4
97	29-2034	Radiologic Technologists and Technicians	20	\$14.76	\$30,700	3
98	13-1199	Business Operations Specialists, All Other	20	\$14.73	\$30,630	3
99	29-2011	Medical and Clinical Laboratory Technologists	20	\$14.67	\$30,510	4
100	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	10	\$14.66	\$30,500	3

* Occupations for which starting wages were unavailable were excluded from this list

NOTE: Figures in RED are above average

About Job Zones

Job Zones are utilized by the Occupational Information Network (O*Net) system to ascertain the level of training and/or preparation required for each occupational title. A brief description of requirements for each of the five Job Zones follows:

Job Zone One: Little or No Preparation Needed

No previous work-related skill, knowledge, or experience is needed for these occupations. Employees in these occupations need anywhere from a few days to a few months of training. These occupations involve following instructions and helping others. These occupations may require a high school diploma, GED or a formal training course to obtain a license.

Job Zone Two: Some Preparation Needed

Some previous work-related skill, knowledge, or experience may be helpful in these occupations, but usually is not needed. Employees in these occupations need anywhere from a few months to one year of working with experienced employees. These occupations often involve using your knowledge and skills to help others. These occupations often require a high school diploma and may require some vocational training or job-related courses.

Job Zone Three: Medium Preparation Needed

Previous work-related skill, knowledge, or experience is required for these occupations. Employees in these occupations usually need one or two years of informal training delivered by experienced workers. These occupations often involve using communication and organizational skills to coordinate, supervise, manage, or train others. Most occupations in this zone require training in vocational schools, related on-the-job experience, or an associate's degree.

Job Zone Four: Considerable Preparation Needed

A minimum of two to four years of work-related skill, knowledge, or experience is needed for these occupations. Employees in these occupations usually need several years of experience, on-the-job training, and/or formal training. Most of these occupations involve coordinating, supervising, managing, or training others. Many of these occupations require a bachelor's degree, but some do not.

Job Zone Five: Extensive Preparation Needed

Extensive skill, knowledge, and experience are needed for these occupations. Many require more than five years of experience. Most employees in these occupations will already have the required skills, knowledge, work-related experience, and/or training. These occupations often involve coordinating, training, supervising, or managing the activities of others to accomplish goals. A bachelor's degree is the usual minimum formal education required for these occupations, but a significant number of them require post graduate studies and/or advanced degrees.

Top 20 Occupations - Annual Demand

Job Zone One

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage	
				Hourly	Annual	Hourly	Annual
1	41-2011	Cashiers	670	\$5.89	\$12,260	\$7.25	\$15,080
2	51-2092	Team Assemblers	380	\$8.56	\$17,810	\$10.67	\$22,200
3	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	300	\$7.47	\$15,550	\$9.98	\$20,750
4	35-3031	Waiters and Waitresses	270	\$5.91	\$12,300	\$7.10	\$14,770
5	35-2021	Food Preparation Workers	200	\$5.93	\$12,340	\$6.65	\$13,830
6	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	190	\$6.17	\$12,830	\$8.08	\$16,810
7	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	170	\$5.90	\$12,280	\$6.44	\$13,400
8	39-9011	Child Care Workers	160	\$5.90	\$12,280	\$7.11	\$14,790
9	51-9198	Helpers--Production Workers	130	\$7.89	\$16,410	\$10.12	\$21,060
10	53-7064	Packers and Packagers, Hand	130	\$6.71	\$13,950	\$9.44	\$19,650
11	37-2012	Maids and Housekeeping Cleaners	130	\$5.88	\$12,220	\$6.95	\$14,450
12	53-7051	Industrial Truck and Tractor Operators	110	\$9.22	\$19,180	\$11.68	\$24,290
13	51-6031	Sewing Machine Operators	110	\$6.74	\$14,020	\$9.75	\$20,270
14	43-5071	Shipping, Receiving, and Traffic Clerks	90	\$8.87	\$18,450	\$11.74	\$24,410
15	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	80	\$8.48	\$17,640	\$12.24	\$25,450
16	53-3033	Truck Drivers, Light or Delivery Services	80	\$8.39	\$17,450	\$12.88	\$26,780
17	31-1011	Home Health Aides	70	\$6.19	\$12,880	\$7.74	\$16,090
18	53-3022	Bus Drivers, School	70	\$5.94	\$12,350	\$6.93	\$14,420
19	37-3011	Landscaping and Groundskeeping Workers	60	\$6.90	\$14,360	\$9.20	\$19,130
20	47-2061	Construction Laborers	50	\$7.75	\$16,120	\$9.49	\$19,730

NOTE: Wages in RED are above average

Top 20 Occupations - Annual Demand

Job Zone Two

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage	
				Hourly	Annual	Hourly	Annual
1	41-2031	Retail Salespersons	610	\$6.39	\$13,290	\$9.68	\$20,130
2	53-3032	Truck Drivers, Heavy and Tractor-Trailer	260	\$10.37	\$21,570	\$16.67	\$34,670
3	31-1012	Nursing Aides, Orderlies, and Attendants	170	\$6.53	\$13,580	\$7.97	\$16,580
4	43-5081	Stock Clerks and Order Fillers	170	\$6.40	\$13,320	\$9.31	\$19,370
5	41-1011	First-Line Supervisors/Managers of Retail Sales Workers	160	\$8.88	\$18,460	\$14.24	\$29,620
6	35-2011	Cooks, Fast Food	150	\$5.91	\$12,290	\$6.40	\$13,320
7	49-9042	Maintenance and Repair Workers, General	140	\$8.43	\$17,540	\$12.91	\$26,860
8	43-3071	Tellers	130	\$8.14	\$16,930	\$9.97	\$20,730
9	43-6014	Secretaries, Except Legal, Medical, and Executive	130	\$7.45	\$15,500	\$10.51	\$21,850
10	43-9061	Office Clerks, General	120	\$6.57	\$13,660	\$9.35	\$19,450
11	41-4012	Sales Representatives, Wholesale and Manufacturing	110	\$11.38	\$23,660	\$20.53	\$42,700
12	43-4051	Customer Service Representatives	100	\$8.37	\$17,420	\$12.36	\$25,710
13	43-4171	Receptionists and Information Clerks	100	\$6.44	\$13,400	\$8.90	\$18,500
14	35-2012	Cooks, Institution and Cafeteria	80	\$5.93	\$12,330	\$7.65	\$15,910
15	51-4121	Welders, Cutters, Solderers, and Brazers	70	\$11.37	\$23,650	\$13.87	\$28,850
16	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders	50	\$8.83	\$18,360	\$11.46	\$23,850
17	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	40	\$8.72	\$18,130	\$11.31	\$23,530
18	51-9111	Packaging and Filling Machine Operators and Tenders	40	\$8.06	\$16,770	\$10.64	\$22,140
19	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	40	\$7.67	\$15,950	\$10.38	\$21,590
20	43-3011	Bill and Account Collectors	40	\$6.95	\$14,460	\$10.68	\$22,210

NOTE: Wages in RED are above average

Top 20 Occupations - Annual Demand

Job Zone Three

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage	
				Hourly	Annual	Hourly	Annual
1	51-6093	Upholsterers	200	\$8.84	\$18,390	\$12.63	\$26,280
2	25-9041	Teacher Assistants	160	N/A	\$12,340	N/A	\$13,600
3	51-1011	First-Line Supervisors/Managers of Production and Operating Workers	140	\$12.67	\$26,360	\$18.74	\$38,980
4	43-3031	Bookkeeping, Accounting, and Auditing Clerks	140	\$9.53	\$19,820	\$12.70	\$26,420
5	43-1011	First-Line Supervisors, Office and Administrative Support Workers	130	\$12.33	\$25,640	\$19.05	\$39,630
6	29-2061	Licensed Practical and Licensed Vocational Nurses	100	\$11.20	\$23,300	\$13.48	\$28,030
7	47-2031	Carpenters	100	\$9.37	\$19,500	\$12.75	\$26,520
8	35-2014	Cooks, Restaurant	100	\$5.90	\$12,280	\$7.54	\$15,690
9	51-7011	Cabinetmakers and Bench Carpenters	90	\$7.82	\$16,260	\$10.70	\$22,250
10	35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	80	\$8.21	\$17,080	\$11.27	\$23,430
11	33-3051	Police and Sheriff's Patrol Officers	70	\$10.89	\$22,660	\$13.64	\$28,370
12	47-2073	Operating Engineers and Other Construction Equipment Operators	70	\$10.36	\$21,550	\$13.17	\$27,390
13	49-3023	Automotive Service Technicians and Mechanics	70	\$7.84	\$16,320	\$13.15	\$27,350
14	47-2152	Plumbers, Pipefitters, and Steamfitters	50	\$9.52	\$19,790	\$12.68	\$26,370
15	47-2111	Electricians	40	\$12.79	\$26,590	\$16.25	\$33,800
16	33-2011	Fire Fighters	40	\$9.94	\$20,670	\$12.54	\$26,080
17	47-2211	Sheet Metal Workers	40	\$8.84	\$18,400	\$11.23	\$23,370
18	41-3021	Insurance Sales Agents	30	\$11.33	\$23,570	\$19.12	\$39,770
19	51-8031	Water and Liquid Waste Treatment Plant and System Operators	30	\$10.81	\$22,500	\$14.85	\$30,880
20	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	30	\$10.66	\$22,180	\$13.86	\$28,820

NOTE: Wages in RED are above average

Top 20 Occupations - Annual Demand

Job Zone Four

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage	
				Hourly	Annual	Hourly	Annual
1	29-1111	Registered Nurses	330	\$16.98	\$35,310	\$22.67	\$47,160
2	11-1021	General and Operations Managers	160	\$17.81	\$37,050	\$32.97	\$68,580
3	25-2021	Elementary School Teachers, Except Special Education	160	N/A	\$22,810	N/A	\$33,160
4	25-2031	Secondary School Teachers, Except Special and Vocational Education	150	N/A	\$24,060	N/A	\$34,800
5	25-2022	Middle School Teachers, Except Special and Vocational Education	90	N/A	\$28,400	N/A	\$36,040
6	47-1011	First-Line Supervisors, Construction Trades and Extraction Workers	70	\$14.53	\$30,220	\$20.40	\$42,440
7	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	60	\$13.68	\$28,450	\$20.96	\$43,590
8	43-6011	Executive Secretaries and Administrative Assistants	50	\$10.39	\$21,610	\$14.05	\$29,220
9	25-2011	Preschool Teachers, Except Special Education	50	\$6.75	\$14,040	\$10.66	\$22,170
10	13-2011	Accountants and Auditors	40	\$13.85	\$28,810	\$20.27	\$42,170
11	11-9141	Property, Real Estate, and Community Association Managers	40	\$9.34	\$19,420	\$16.06	\$33,410
12	11-9021	Construction Managers	30	\$15.22	\$31,650	\$21.62	\$44,980
13	49-9051	Electrical Power-Line Installers and Repairers	30	\$13.61	\$28,320	\$18.85	\$39,200
14	25-2041	Special Education Teachers, Preschool and Elementary School	30	N/A	\$27,820	N/A	\$35,630
15	11-9051	Food Service Managers	30	\$11.23	\$23,360	\$16.52	\$34,350
16	51-4041	Machinists	30	\$10.47	\$21,790	\$15.09	\$31,400
17	11-3051	Industrial Production Managers	20	\$19.17	\$39,880	\$30.51	\$63,470
18	15-1051	Computer Systems Analysts	20	\$16.60	\$34,530	\$23.50	\$48,870
19	11-2022	Sales Managers	20	\$15.75	\$32,760	\$31.11	\$64,700
20	29-2011	Medical and Clinical Laboratory Technologists	20	\$14.67	\$30,510	\$19.42	\$40,400

NOTE: Wages in RED are above average

Top 20 Occupations - Annual Demand Job Zone Five

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage	
				Hourly	Annual	Hourly	Annual
1	11-1011	Chief Executives	60	\$22.28	\$46,340	\$45.37	\$94,370
2	29-1062	Family and General Practitioners	40	N/A	N/A	\$84.22	\$175,190
3	11-9032	Education Administrators, Elementary and Secondary School	30	N/A	\$46,840	N/A	\$60,150
4	11-3031	Financial Managers	30	\$17.76	\$36,940	\$28.21	\$58,680
5	23-1011	Lawyers	30	\$15.12	\$31,450	\$30.15	\$62,710
6	29-1051	Pharmacists	20	\$30.78	\$64,020	\$41.39	\$86,100
7	11-9111	Medical and Health Services Managers	20	\$20.52	\$42,670	\$29.58	\$61,530
8	21-1021	Child, Family, and School Social Workers	20	\$11.71	\$24,350	\$14.44	\$30,030
9	27-2022	Coaches and Scouts	20	N/A	\$23,470	N/A	\$46,100
10	29-1021	Dentists, General	10	\$40.02	\$83,250	\$75.69	\$157,440
11	11-9041	Engineering Managers	10	\$25.61	\$53,270	\$36.58	\$76,090
12	17-2071	Electrical Engineers	10	\$21.80	\$45,350	\$31.14	\$64,770
13	11-3021	Computer and Information Systems Managers	10	\$20.40	\$42,430	\$30.10	\$62,610
14	25-1021	Computer Science Teachers, Postsecondary	10	N/A	\$38,780	N/A	\$67,720
15	29-1123	Physical Therapists	10	\$18.07	\$37,580	\$29.49	\$61,330
16	25-1042	Biological Science Teachers, Postsecondary	10	N/A	\$35,960	N/A	\$58,290
17	29-1127	Speech-Language Pathologists	10	\$15.31	\$31,840	\$20.98	\$43,630
18	25-1011	Business Teachers, Postsecondary	10	N/A	\$29,610	N/A	\$67,440
19	25-1121	Art, Drama, and Music Teachers, Postsecondary	10	N/A	\$26,420	N/A	\$45,260
20	25-4021	Librarians	10	\$12.55	\$26,090	\$16.87	\$35,080

NOTE: Wages in RED are above average

Determining the *“Hottest”* Occupations

A variety of methods could have been used to ascertain which occupations might prove to be the most attractive to students and other job seekers. For purposes of this publication, a fairly simple method of indexing desirability was utilized. Assuming that any person seeking work in a particular occupation would want to ensure that there was at least moderate demand for workers in that field and that it should pay a reasonable wage, LMI staff devised a method of indexing these factors. It was determined that the average annual demand for workers among all occupational titles across the Mississippi Partnership region was roughly **25** persons per year. The average annual salary for all surveyed occupations was found to be approximately **\$28,470**. For starting wages the mean was determined to be about **\$15,100**. As a first step, any occupation with below average demand or not paying average or above wages was eliminated. To arrive at the “Hot Factor” used for ranking the remaining occupations, the annual demand for that occupation was divided by the overall average of **25**. Then the annual overall wage for each occupation was divided by the average of **\$28,470** and the starting wage was divided by **\$15,100**. The three “indexes” derived from these calculations were then added together to obtain the “Hot Factor”. For example, if a certain occupation had an annual demand of **50** persons, the first “index” would be **50** divided by **25**, or **2.00**. If that same occupation had an annual salary of **\$37,500**, the second “index” would be **\$37,500** divided by **\$28,470** or **1.32**. If the starting wage was **\$20,500**, then dividing **\$20,500** by **\$15,100** would yield **1.36**. Adding the three “indexes” together would produce a “Hot Factor” of **4.68** which would have placed it among this year’s hottest occupations. Generally speaking, any occupation with above average demand and above average wages would be a candidate for inclusion in the list. Higher wages might offset lower demand or vice versa, but the end result should still yield a reasonable approximation of the most desirable occupations.

The 50 *"Hottest"* Jobs

	SOC Code	Occupational Title	Annual Demand	Average Starting Wage	Average Annual Wage	"Hot" Factor
1	29-1111	Registered Nurses	330	\$35,310	\$47,160	14.99
2	53-3032	Truck Drivers, Heavy and Tractor-Trailer	260	\$21,570	\$34,670	11.31
3	11-1021	General and Operations Managers	160	\$37,050	\$68,580	10.20
4	11-1011	Chief Executives	60	\$46,340	\$94,370	8.38
5	25-2021	Elementary School Teachers, Except Special Education	160	\$22,810	\$33,160	8.01
6	29-1051	Pharmacists	20	\$64,020	\$86,100	7.93
7	25-2031	Secondary School Teachers, Except Special and Vocational Education	150	\$24,060	\$34,800	7.82
8	51-1011	First-Line Supervisors/Managers of Production and Operating Workers	140	\$26,360	\$38,980	7.78
9	41-1011	First-Line Supervisors/Managers of Retail Sales Workers	160	\$18,460	\$29,620	7.60
10	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	130	\$25,640	\$39,630	7.42
11	41-4012	Sales Representatives, Wholesale and Manufacturing	110	\$23,660	\$42,700	6.73
12	11-9032	Education Administrators, Elementary and Secondary School	30	\$46,840	\$60,150	6.21
13	25-2022	Middle School Teachers, Except Special and Vocational Education	90	\$28,400	\$36,040	6.15
14	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	70	\$30,220	\$42,440	5.83
15	11-9111	Medical and Health Services Managers	20	\$42,670	\$61,530	5.65
16	11-3051	Industrial Production Managers	20	\$39,880	\$63,470	5.54
17	11-3031	Financial Managers	30	\$36,940	\$58,680	5.51
18	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	60	\$28,450	\$43,590	5.42
19	23-1011	Lawyers	30	\$31,450	\$62,710	5.29
20	11-2022	Sales Managers	20	\$32,760	\$64,700	5.11
21	51-4121	Welders, Cutters, Solderers, and Brazers	70	\$23,650	\$28,850	4.91
22	41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	20	\$31,190	\$57,370	4.75
23	13-2011	Accountants and Auditors	40	\$28,810	\$42,170	4.72
24	43-5052	Postal Service Mail Carriers	40	\$29,390	\$40,780	4.71
25	11-9021	Construction Managers	30	\$31,650	\$44,980	4.68

The 50 *"Hottest"* Jobs

SOC Code	Occupational Title	Annual Demand	Average Starting Wage	Average Annual Wage	"Hot" Factor
26	15-1051 Computer Systems Analysts	20	\$34,530	\$48,870	4.67
27	13-1199 Business Operations Specialists, All Other	20	\$30,630	\$52,530	4.54
28	13-2072 Loan Officers	20	\$31,240	\$49,790	4.48
29	17-2112 Industrial Engineers	20	\$30,470	\$48,850	4.40
30	47-2111 Electricians	40	\$26,590	\$33,800	4.28
31	49-9051 Electrical Power-Line Installers and Repairers	30	\$28,320	\$39,200	4.25
32	53-1031 First-Line Supervisors/Managers of Transportation and Material-Moving Machines	20	\$29,840	\$45,350	4.24
33	21-1012 Educational, Vocational, and School Counselors	20	\$30,260	\$42,830	4.18
34	29-2034 Radiologic Technologists and Technicians	20	\$30,700	\$41,230	4.15
35	43-6011 Executive Secretaries and Administrative Assistants	50	\$21,610	\$29,220	4.12
36	29-2011 Medical and Clinical Laboratory Technologists	20	\$30,510	\$40,400	4.11
37	25-2041 Special Education Teachers, Preschool, Kindergarten, and Elementary School	30	\$27,820	\$35,630	4.09
38	29-1126 Respiratory Therapists	20	\$30,790	\$38,820	4.07
39	41-3021 Insurance Sales Agents	30	\$23,570	\$39,770	3.96
40	11-3011 Administrative Services Managers	20	\$25,520	\$43,140	3.87
41	27-2022 Coaches and Scouts	20	\$23,470	\$46,100	3.84
42	25-2042 Special Education Teachers, Middle School	20	\$27,790	\$36,610	3.79
43	11-9141 Property, Real Estate, and Community Association Managers	40	\$19,420	\$33,410	3.79
44	25-2032 Vocational Education Teachers, Secondary School	20	\$27,460	\$36,570	3.77
45	25-2043 Special Education Teachers, Secondary School	20	\$27,510	\$36,260	3.76
46	11-9051 Food Service Managers	30	\$23,360	\$34,350	3.75
47	51-8031 Water and Liquid Waste Treatment Plant and System Operators	30	\$22,500	\$30,880	3.57
48	13-1023 Purchasing Agents, Except Wholesale, Retail, and Farm Products	20	\$25,150	\$35,020	3.56
49	51-4041 Machinists	30	\$21,790	\$31,400	3.55
50	49-3031 Bus and Truck Mechanics and Diesel Engine Specialists	30	\$22,180	\$28,820	3.48

NOTE: In order to have a sufficient number of qualifying occupations, the minimum demand level had to be dropped to 20 instead of 30

Exploring Occupations Further

Although the focus of this publication is on those occupations most in demand, the LMI Department has data available on literally hundreds of other job titles. Visiting our website at <http://mdes.ms.gov> will open the doorway to a myriad of other information about occupational trends across the state and substate regions. In addition, the U.S. Department of Labor has developed a system for occupational exploration known as the Occupational Information Network, or **O*Net** for short. This system is free to all users with internet access, requires no special software and is very user friendly. It can be accessed online at <http://online.onetcenter.org>. The **O*Net** system is an innovative tool for finding out all sorts of pertinent information about a particular occupation. Users can find a wealth of information about skills required to succeed in a particular occupation, common tasks performed, and working environments. The system utilizes the same SOC code found in this document, but it also uses keywords and partial job titles to help people select an occupational field of interest. **O*Net** will even provide a list of related occupations for any job title chosen, so as to expose the user to a broader range of possibilities. Used in conjunction with this publication, **O*Net** should become an invaluable tool for those involved in guidance counseling, or for anyone desiring to expand their knowledge of occupational information. Any questions about **O*Net** or anything else contained in this document should be directed to the LMI Department of the Mississippi Department of Employment Security.

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